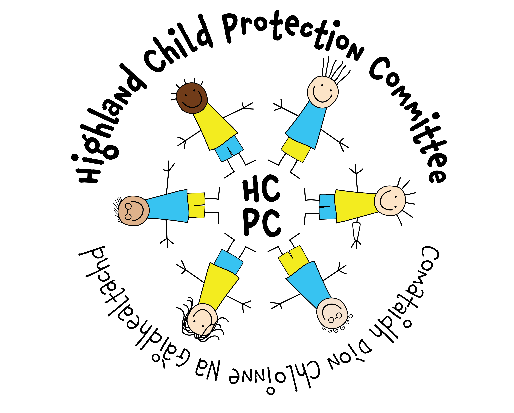
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Basic Recommendations for Requirements in Welfare Provision and Safeguarding (Child Protection) in relation to Licensed Public Entertainment Events

September 2020

Introduction

This guidance has been developed promote the health, safety and wellbeing of children, young people and adults at events. The guidance has been developed by NHS Highland Health Improvement and the Highland Child Protection Committee in order to support events to ensure potential harms have been considered and practices have been put in place to amerliroate risks.

Criteria

What does my event require in terms of child protection / safeguarding policy?

* Does your event allow children (under 18)?

Yes = Child Protection Policy Statement No = Safeguarding Policy Statement

Criteria marked \*\* are relevant only if children (under 18) are permitted at the event.

|  |  |  |  |
| --- | --- | --- | --- |
| **Topic** | **Action** | **Rationale** | **Further information** |
| **Welfare / First Aid** | Provide proportionate welfare / first aid assistance as required | To ensure safety response at event. |  |
| Training & briefing | Staff training / briefing to include welfare / first aid provision & any other sources of support for people at the event | Staff / volunteers feel knowledgeable of support available to attendees | Suggestions of online training / useful resources:  [Highland Mental Wellbeing toolkit](http://www.highlandmentalwellbeing.scot.nhs.uk/)  [Highland Substance Awareness Toolkit](http://www.highlandsubstanceawareness.scot.nhs.uk/)  [Stimulant Overdose Awareness e-learning](https://evemacleod.typeform.com/to/PGfx6o)  [Highland Child Protection Committee](http://www.hcpc.scot)  Local training available via [Health Improvement Training Prospectus](http://www.nhshighland.scot.nhs.uk/YourHealth/Pages/HealthImprovementTraining.aspx)  [Highland Child Protection Committee](http://www.hcpc.scot) |
| **Child Protection\*\* & Safeguarding** | All events with children to have a child protection policy statement in place with a designated lead person(s) for child protection /safeguarding onsite  Lost children & vulnerable adults are to be located in a separate area of the welfare.    Staff supporting children, young people or vulnerable adults should be PVG checked via Disclosure Scotland.  A designated lead person(s) must be allocated for child protection / safeguarding. | Policy should be proportionate to event. Designated lead person(s) should be clear about child protection/ safeguarding issues & where to source appropriate help & advice.  It is inappropriate to have lost children or vulnerable adults visible to potential threats. They should have a safe space away from other welfare users to reduce potential for any negative impact.  This reduces the risk of harm for attendees & event organisers. | Advice & support, along with pro-forma documents/  policy statements are available through Highland Child Protection Committee at: [www.hcpc.scot](http://www.hcpc.scot).  Free online & face-to-face training is also available across Highland through the Child Protection Committee at: [www.hcpc.scot](http://www.hcpc.scot).  Protocols should be in place for child protection\*\* & safeguarding for vulnerable adults.  If there are concerns that a child / young person may be at risk of significant harm then a discussion should take place with Emergency Out of Hours Service: 08457 697284.  If you are worried that a child is at immediate risk of harm then phone the Police without delay.  To report an adult protection concern please contact 0845 601 4813 (out of hours). If someone is in imminent danger, contact the emergency services. |
| **Topic** | **Action** | **Rationale** | **Further information** |
| Respons-ible adults\*\* | Lower the number of underage non-familial attendees an adult can sign in (suggested number = 2). | To ensure appropriate supervision of underage attendees, & ensure the safety & wellbeing of young people at the event. | There is parental/carer responsibility to supervise those under 16.  It is illegal for any adult to supply tobacco or alcohol to under 18's (proxy purchasing).  Promote positive role modelling regarding alcohol consumption, particularly when responsible for children & young people. |
| Raise age of responsibility of to 21. |
| **Topic** | **Action** | **Rationale** | **Further information** |
| **Drinking water** | Sufficient provisions of potable drinking water to be freely available, easy to find. | To aid hydration in event of hot weather &/or alcohol / drug consumption.  As per Alcohol Licence | For example tap water or bottled water from bars.  Ensure people are allowed to bring empty containers into the event to fill with water. |
| **Smoking / tobacco** | Consider offering smoke free children’s areas at the event.\*\* | ASH Scotland’s Charter for a Smoke Free Generation states children have a particular need for a smoke-free environment & all children should play, learn & socialise in places that are free from tobacco. | Having a smoke free area is a great way to show that your event is family friendly. There is further support for this available from [NHS Highland Health Improvement](http://healthyhighlanders.co.uk/HPAC/MoreDetailsv4.jsp?id=2165&subjectId=0&sitename=healthyhighlanders.co.uk&referrer=http://healthyhighlanders.co.uk/HPAC/BrowseSearchv4.jsp?null) & [ASH Scotland](https://www.ashscotland.org.uk/what-you-can-do/scotlands-charter-for-a-tobacco-free-generation/). |
| **Alcohol** | Consider stopping alcohol sponsorship of events at which children may be present.\*\*  Consider separate spaces for children & families.\*\* | Children are calling on organisers of festivals & other events to have separate spaces for children & families, or to stop using alcohol sponsorship if any children may be present.  Within the Licensing (Scotland) Act 2005 core objectives, include:  **-** Protecting & improving public health  **-** Protecting children & young people from harm | This recommendation comes from a Children’s Parliament investigation carried out by children. The full report can be viewed at <https://www.alcohol-focus-scotland.org.uk/media/310889/childrens-parliament-investigates-an-alcohol-free-childhood-for-alcohol-focus-scotland-online-.pdf> |
| Alcohol vendor training | Pre event training with alcohol vendors. | Encourage responsible / mindful drinking.  Comply with licensing condition. | Not selling to anyone who is drunk. Availability of measures & strengths. Shared aim of responsible drinking. Promote low/no alcohol drinks. Awareness of Challenge 25. What to do if minors or proxy sales are attempted. |
| **Topic** | **Action** | **Rationale** | **Further information** |
| Challenge 25 | Challenge 25 must be advertised & implemented. | Empowers staff to be certain of no under-age serving.  As per Alcohol Licence | Ensure acceptable ID is used. Minimise serving to under-age attendees; minimise risk of ‘good will’ in serving inappropriately. |
| Maximum number of drinks per sale | Controlling the maximum number of alcoholic drinks that can be purchased at one time / sold per sale. | Reduces risky consumption.  Gives a message of responsibility. | This is an approach used in other settings & areas to reduce alcohol related harm. The suggested limit in other settings / areas is two drinks per person per sale. |
| Driving under the influence | Raise awareness of potential alcohol level the following morning.  Raise awareness of drug driving law when appropriate. | Reduce risk of people driving under the influence, & potential consequences of this. | Communicate in event messaging. |
| **Gender-based violence Prevent-ion** | Promote a culture that is unaccepting of gender-based violence, sexual harassment, sexual violence & assault by supporting this message & providing support information if required. | To highlight that sexual violence or assault is unacceptable. | [Rape Crisis Scotland](https://www.rapecrisisscotland.org.uk/) 08088 01 03 02  [RASASH](http://www.rasash.org.uk/) 03330 066909  [Who are you?](https://www.youtube.com/watch?v=iUj2OHLAG3w)(video link for staff)  [Tea Consent](https://www.youtube.com/watch?v=oQbei5JGiT8) (video link for staff).  Local training available via [Health Improvement Training Prospectus](http://www.nhshighland.scot.nhs.uk/YourHealth/Pages/HealthImprovementTraining.aspx). |
| Language & attitude | Use language that is non victim blaming. *What happened to you?* Rather than *What have you done?* | To ensure people feel supported & believed if/ when reporting incidents of gender-based violence. |  |
| **Topic** | **Action** | **Rationale** | **Further information** |
| **Policy Statements** | Having policy statements ensures organisers have considered issues. | Adapt the following policy statements:  Tobacco, alcohol, drug use, child protection, safeguarding, gender based violence. | To show these issues have been given due considered by the event organisers.  Including a drug policy is not a measure of tolerance of drug use: instead it demonstrates due consideration has been given to the risks of harm & how to ameliorate these risks.  See examples in Appendix 1 |
| **Risk Assess-ment** | Risk assessments will be carried out by event organisers for other topics to address risk potential.  Give due consideration to public health issues and mitigate risks identified. | Includes consideration of the harms of smoking, alcohol & drugs use within event risk assessment.  Considers child protection & safeguarding.  Considers the risk of sexual assault / gender based violence within risk assessment. | Assists in ameliorating risk of harm.  Highlights that the organisers have given due consideration to these issues.  See examples in Appendix 2 |

Eve MacLeod, Health Improvement Specialist, Public Health Directorate, and Donna Munro, Highland Child Protection Committee, June 2020. Review autumn 2021.

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**Appendix 1: Sample Policy Statements**

These sample policy statements have been provided to help your event planning and procedures.

**Sample Tobacco Policy Statement**

[Name of event] is a family friendly / friendly event.

We welcome attendees to our event to have an enjoyable time.

The safety, health and wellbeing of attendees are paramount.

One way to ensure this is to encourage smoke free environments.

One way to do this is to adhere to all relevant legislation**.**

We will communicate which areas (if any) are smoke free at our event.

We will not sell tobacco at our event.

We will consider the risk of fire from discarded cigarettes.

**Sample Alcohol Policy Statement**

The safety, health and wellbeing of attendees are paramount to us.

We will adhere to all relevant legislation, including the Licensing (Scotland) Act 2005.

We will operate the Challenge 25 scheme.

We will ensure free drinking water is available.

No alcohol can be taken into the arena by attendees.

Our bar will sell [types of alcohol and strength] in [types of vessels].

Any attempted illegitimate sales will be recorded.

This includes the attempt to purchase alcohol for children and young people.

We encourage an environment in which attendees use alcohol in a mindful way.

We recognise children want a childhood free from alcohol, and therefore will support this. This includes addressing issues where parents/carers use alcohol in excess.

If attendees excessively use alcohol and become ill, depressed or frightened we encourage them to go to a welfare / first aid area or ask a steward to direct to one of these facilities where they will receive help and support required.

Our staff and volunteers must present for work free from the effects of alcohol during working hours.

We will communicate our alcohol policy and alcohol messaging, as provided by NHS Highland Health Improvement team, in the following ways: [omit as required]

* An audience email that is distributed to every ticket holder prior to the event
* [Name of event] official website
* [Name of event] official social media channels
* Signage at the event

**Sample Drug Policy Statement**

We encourage a drug free environment, which adheres to the Misuse of Drugs Act (1971) and the Psychoactive Substances Act (2016).

The safety, health and wellbeing of attendees are paramount to us.

We highlight drug enforcement laws are as applicable on site as anywhere else in the country.

Our staff and volunteers must present for work free from the effects of drugs during working hours.

No drugs, other than prescription drugs used as per medical instruction, are allowed at [name of event].

[Event security] will take an active role monitoring the unlawful supply of drugs and will work in full co-operation with Police Scotland.

Neither anti-social nor illegal behaviour will be tolerated.

We will avoid the use of drug detection dogs. If we use drug detection dogs we will offer amnesty bins managed by neutral staff.

If drugs of particular concern are identified as being in circulation at the event we will communicate this risk with our attendees to protect their safety, health and wellbeing.

The [Stimulant Overdose Awareness e-learning](https://evemacleod.typeform.com/to/PGfx6o) has been communicated to the welfare / first aid services.

We accept that despite our policy, and indeed the law, some attendees will choose to use drugs at our event.

We also accept we have a duty to try to keep attendees safe, regardless of the choices they make.

Therefore, if attendees do take drugs and then become ill, depressed or frightened we encourage them to go to welfare / first aid or ask a steward to direct to one of these facilities where they will receive help and support required.

If an attendee is being evicted from the site for not abiding by the event ethos / standards by being intoxicated through alcohol or drug use then [name of event] will endeavour to encourage the attendee to remain with welfare / first aid until they can leave in a safe manner.

We will communicate our drug policy statement and drug messaging, provided by NHS Highland Health Improvement team, in the following ways: [omit as required]

* An audience email that is distributed to every ticket holder prior to the event
* [Name of event] official website
* [Name of event] official social media channels

**Sample Child Protection Policy Statement**

**Child Protection Policy for*….(name of event)***

We believe that every child or young person regardless of age has, at all times and in all situations, a right to feel safe and protected from any situation or practice that results in them being harmed or at risk of harm. If we have suspicions about a child’s safety or welfare we will take action.

In order to keep our event safe and enjoyable for children and young people, we will do the following:

1. We will check that all adults in positions requiring PVG/Disclosure checks have been appropriately vetted – this includes staff and volunteers working or providing services on behalf of us and we will ensure we have carried out any necessary checks in relation those providing any additional activities and services for children and young people within our event as appropriate e.g. references, child protection policy
2. We will provide all staff/volunteers/service providers with copies of the Code of Practice to ensure everyone is clear about their roles and responsibilities in relation to children and young people – this includes any medical/welfareproviders, event security staff, on-site service providers and general event staff and volunteers (*as appropriate to the event*)
3. We will ensure any relevant event policies and procedures include specific provisions in relation to children and young people – e.g. missing children, drug/alcohol use, use of images/filming (*as appropriate and proportionate for the event*) – further guidance on these issues can be sought from the Child Protection Committee - [www.hcpc.scot](http://www.hcpc.scot)
4. Where necessary, we will ensure there is tailored messaging for children and young people
5. We will ensure the event has a nominated lead for child protection/safeguarding who is suitably trained and aware of local sources of support. Face-to-face and e-learning courses in relation to child protection is also available for everyone free of charge through: [www.hcpc.scot/training](http://www.hcpc.scot/training)
6. We will respond to allegations or suspicions of harm to children and young people appropriately and ensure correct procedures are followed to record, report and respond to child protection concerns (as advised by Child Protection Lead/Police/Social Work)

**Responding to Child Protection Concerns**

|  |
| --- |
| Many people worry about how to respond to *‘Child Protection’* issues - they may be anxious about ‘getting it wrong’, ‘over-reacting’ to situations, or ‘interfering’ unnecessarily in family life. However, a proportionate response to concerns about children and young people often means that they can receive the right help and support at the right time. It is vital that staff and volunteers are supported to respond to child protection concerns confidently and effectively, and that the nominated child protection/safeguarding lead is informed and supported by event organisers and local services. |

Staff and volunteers will share child protection concerns with the group’s nominated child protection/safeguarding lead(s) in the first instance. If they are unavailable and the child is believed to have experienced (or be at risk of) significant and/or immediate harm, don’t delay – contact the Police of local Social Work Team.

Event staff and volunteers should follow the procedures below:

1. Listen to any disclosures or concerns carefully and/or observe any obvious signs of harm in the child or young person – don’t ‘investigate’ by interviewing, examining or taking photos of the child/young person (or their injuries);
2. Make sure the child or young person is safe and supervised (where possible);
3. If a child or young person is at immediate risk of harm, the Police should be contacted;
4. Contact the nominated child protection/safeguarding lead to discuss concerns and to decide on action to be taken and ensure any action is recorded and stored accordingly;
5. If at any time during the event you become concerned about the behaviour of an adult towards children and young people, you should report it immediately to the event organisers or the Police (as appropriate);
6. If you have more general concerns about child protection during the event, you should raise these with the event organiser(s) as soon as possible

Child Protection is Everyone’s Responsibility

Contact numbers for Local Agencies and the Police are available at [www.hcpc.scot](http://www.hcpc.scot)

For ease of reference note them below:

Local Social Work Team (Care and Protection): [TO BE COMPLETED]

Police: 101 (non-urgent)/999 (urgent)

Out of hours Social Work Emergency Service: 08457 697284

**Code of Conduct for ….. *(Name of Event)***

*We will:*

* Work together to ensure the safety of children and young people attending the event;
* Treat children and young people with respect and dignity – keeping in mind they are children and potentially vulnerable to harm;
* Respect a child/young person’s right to privacy – this includes photographing, filming and publication of images on website pages/social media where consent may be required (seek advice from event organiser where necessary);
* Limit any physical contact with children and young people (with the exception of providing essential medical and wellbeing services);
* Be aware of our own behaviours and actions towards children and young people – these can be misinterpreted no matter how innocent and well intentioned the action(s) may be (e.g. hugs, jokes, horseplay);
* Provide an example we would wish others to follow and challenge inappropriate behaviour towards children and young people;
* Ensure the appropriate ratios of adults to children and young people involved in activities/childcare are in place (where required) in order to support staff/volunteers and protect children;
* Remember to REPORT not INVESTIGATE any suspicions or allegations of harm;
* Share concerns and seek support from Child Protection/Safeguarding Lead for the event (or Police in an emergency);
* Seek help and advice from appropriate services where we are worried about a child, a child has been harmed or is at risk of harm - contact numbers for Local Services are available at [www.hcpc.scot](http://www.hcpc.scot).

Nominated Child Protection/Safeguarding Lead for [name of event]:

Name:

Contact Details:

***Code of Conduct should be issued to all event staff and volunteers and/or displayed in prominent places at the event.***

**Sample Safeguarding Policy Statement**

**Safeguarding Policy for*….(name of event)***

We believe that all event attendees have a right to feel safe and protected from any situation or practice that results in them being harmed or at risk of harm. If we have suspicions about the safety or welfare of an individual we will take action. This policy statement refers to adults who may have experienced or be at risk of harm. This includes adults who may be considered vulnerable.

NB: Any events which have children and young people in attendance require a child protection policy/policy statement (as advised).

In order to keep our event safe and enjoyable, we will do the following:

1. We will check that all adults in positions requiring PVG/Disclosure checks have been appropriately vetted – this includes staff and volunteers working or providing services on behalf of us
2. We will provide all staff/volunteers/service providers with copies of the Code of Practice to ensure everyone is clear about their roles and responsibilities in relation to safeguarding – this includes any medical/welfare providers, event security staff, on-site service providers and general event staff and volunteers (*as appropriate to the event*)
3. We will ensure any relevant event policies and procedures include specific provisions in relation to safeguarding – e.g. missing people, drug/alcohol use, use of images/filming (*as appropriate and proportionate for the event*)
4. We will ensure messaging is available to highlight key issues in relation to safeguarding
5. We will ensure the event has a nominated lead for safeguarding who is suitably trained and aware of local sources of support.
6. We will respond to allegations or suspicions of harm appropriately and ensure correct procedures are followed to record, report and respond to adult protection concerns (as advised by Police/Social Work).

**Responding to Safeguarding Protection Concerns**

Many people worry about how to respond to *‘safeguarding’* issues - they may be anxious about ‘getting it wrong’, ‘over-reacting’ to situations, or ‘interfering’ unnecessarily in people’s lives. However, a proportionate response to concerns often means that they can receive the right help and support at the right time. It is vital that staff and volunteers are supported to respond to concerns confidently and effectively, and that the nominated safeguarding lead is informed and supported by event organisers and local services.

Staff and volunteers will share concerns with the group’s nominated safeguarding lead(s) in the first instance. If they are unavailable and an adult is believed to have experienced (or be at risk of) significant and/or immediate harm, don’t delay – contact the Police or local Social Work Team.

Event staff and volunteers should follow the procedures below:

1. Listen to any disclosures or concerns carefully and/or observe any obvious signs of harm – don’t ‘investigate’ by interviewing, examining or taking photos of the person (or their injuries);
2. Make sure the person is safe and supervised (where possible);
3. If a person is at immediate risk of harm, the Police should be contacted;
4. Contact the safeguarding lead to discuss concerns and to decide on action to be taken and ensure any action is recorded and stored accordingly;
5. If at any time during the event you become concerned about the behaviour of an adult towards another adult (particularly those who appear vulnerable), you should report it immediately to the event organisers or the Police (as appropriate);
6. If you have more general concerns about safeguarding during the event, you should raise these with the event organiser(s) as soon as possible

**Safeguarding is Everyone’s Responsibility**

For ease of reference note them below:

Adult Support and Protection: 0800 902 0042

Child Protection information: [www.hcpc.scot](http://www.hcpc.scot)

Police: 101 (non-urgent)/999 (urgent)

Out of hours Social Work Emergency Service: 08457 697284

**Code of Conduct for ….. *(Name of Event)***

*We will:*

* Work together to ensure the safety of those attending the event;
* Treat people with respect and dignity – keeping in mind people who may be potentially vulnerable to harm;
* Respect a person’s right to privacy – this includes photographing, filming and publication of images on website pages/social media where consent may be required (seek advice from event organiser where necessary);
* Limit any physical contact with vulnerable adults (with the exception of providing essential medical and wellbeing services);
* Be aware of our own behaviours and actions towards others – these can be misinterpreted no matter how innocent and well intentioned the action(s) may be (e.g. hugs, jokes, horseplay);
* Provide an example we would wish others to follow and challenge inappropriate behaviour towards others;
* Ensure the appropriate ratios of adults to vulnerable adults involved in activities are in place (where required) in order to support staff/volunteers and protect everyone;
* Remember to REPORT not INVESTIGATE any suspicions or allegations of harm;
* Share concerns and seek support from Safeguarding Lead for the event (or Police in an emergency);
* Seek help and advice from appropriate services where we are worried about an adult at risk of harm.

**Nominated Safeguarding Lead for [name of event]:**

Name:

Contact Details:

***Code of Conduct should be issued to all event staff and volunteers and/or displayed in prominent places at the event.***

**Sample Gender- based Violence Policy Statement**

[Name of event] is unaccepting of sexual harassment, sexual violence and assault.

We encourage a safe environment, free from gender-based violence.

The safety, health and wellbeing of attendees are paramount to us.

We will respond to survivors of gender-based violence in a compassionate manner, according to the needs and preferences of the survivor.

We believe survivors.

We will communicate with survivors in a safe, quiet and confidential setting.

We will be supportive, and listen in a non-judgemental manner and allow the survivor to speak freely.

We recognise that we live in a victim blaming society. With this, survivors may have concerns over disclosure, as this carries an element of risk.

We acknowledge self-blame can be a common response to gender-based violence and so we will reinforce that abuse is not their fault, and has no justification. Fault lies with the perpetrator.

We will ensure that actions of support will be guided by the survivor’s preference, except where safeguarding is an issue. (Refer to Child Protection / Safeguarding policy statement).

We understand that our role is not to investigate. We will not ask for unnecessary information.

It would be the survivor’s preference of whether they wish to proceed with reporting to the police, except where safeguarding is an issue.

We will advise they seek medical help to address injury, risk of unwanted pregnancy, or contracting a sexually transmitted infection ([Highland Sexual Health](http://www.highlandsexualhealth.co.uk/) 01463 888300).

* We will signpost to further options for support including [Rape Crisis Scotland](https://www.rapecrisisscotland.org.uk/) (08088 01 03 02) and [RASASH](http://www.rasash.org.uk/) (03330 066909 **/**[support@rasash.org.uk](mailto:support@rasash.org.uk) Monday/Wednesday/Friday 9.30am to 1.00pm, Tuesday/Thursday 1.00pm to 4.30pm).

[RASASH can provide both emotional support and or practical advice and support to anyone over the age of 13 who has been raped or sexually abused throughout Highland, as well as to non-offending friends and family members]

We will share the following resources with [event / first aid / welfare / stewards / bar] staff to support a positive ethos at our event:

* [Who are you?](https://www.youtube.com/watch?v=iUj2OHLAG3w)
* [Tea Consent](https://www.youtube.com/watch?v=oQbei5JGiT8)

We will communicate our gender-based violence policy and messaging, as provided by NHS Highland Health Improvement team, in the following ways: [omit as required]

* An audience email that is distributed to every ticket holder prior to the event
* [Name of event] official website
* [Name of event] official social media channels
* Signage at the event

**Appendix 2:** **Template Risk Assessment Input**

The Purple Guide states effective planning, and carrying out a systematic assessment of the risks to employees, volunteers and the public, are central to putting on a safe event. Effective planning includes the safe management of activities through identifying then eliminating the risk. Where this is not practicable, the aim should be to reduce, isolate or control hazards and risks.

Below are suggested input for your events risk assessment, which should be adapted to suit your event and protect the people in attendance.

|  |  |  |  |
| --- | --- | --- | --- |
| Hazard | Who is at risk | Controls in place | Further action needed (eg rules / procedures / training) |
| Smoking / tobacco use | Members of the public at the event. Staff / volunteers.  Children and young people. | No smoking enforced as per regulations.  Observation by stewards, bar staff and other staff. | Staff are reminded of smoking policy and regulation. |
| Alcohol use (causing personal injury to self or others) | Members of the public at the event. Staff / volunteers.  Children and young people. | Challenge 25 in operation, as well as other licensing conditions.  Observation by stewards, bar staff and other staff. | All bar staff to have completed mandatory training and are not to serve alcohol to those intoxicated. |
| Drug use | Members of the public at the event. Staff / volunteers.  Children and young people. | Observation by stewards, bar staff and other staff. | [Stimulant Overdose Awareness e-learning](https://evemacleod.typeform.com/to/PGfx6o) to be completed |
| Child Protection / Safeguarding | Members of the public at the event. Staff / volunteers.  Children and young people / vulnerable adults | Policy Statement and Designated person for child protection/safeguarding  Observation by security / events staff | Policy documents and further information [www.hcpc.scot](http://www.hcpc.scot).  Training and advice/support available from Child Protection Committee [www.hcpc.scot](http://www.hcpc.scot). |
| Gender-based violence | Members of the public at the event. Staff / volunteers.  Children and young people. | Staff and stewards will monitor for inappropriate behaviour | Staff to view  [Who are you?](https://www.youtube.com/watch?v=iUj2OHLAG3w)(video link for staff)  [Tea Consent](https://www.youtube.com/watch?v=oQbei5JGiT8) (video link for staff). |